

Who we are:

Strategic Learning Solutions (SLS) consults and partners with agency leaders to create a customized learning strategy that develops and sustains a high performing workforce aligned with the Governor's priority for education and workforce development.

SLS is charged with assisting agencies in developing and retaining top talent by building a continuous learning culture that equips employees, supervisors, and leaders with the tools needed to excel in their roles. SLS is responsible for all non-technical employee learning and development, leadership development, talent management and succession planning strategies designed to support an agile and high performing workforce to achieve the state's strategic business goals and objectives.

How you make a difference in this role:

This is a compelling opportunity for a number of reasons. First, the person serving in this role will report to the Talent Management Administrator and provide leadership oversight to the first enterprise wide learning and development center. Second, the person serving in this role will have an opportunity to contribute to the state's goal of recruiting, retaining, and rewarding top talent. Finally, the person serving in this role will work with the first Chief Learning Officer for state government in the country who has established Strategic Learning Solutions as a nationally recognized leader in learning and leadership development in the public and private sectors.

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[Strategic Learning Solutions](#)



Department of
Human Resources



Director of the State Learning and Development Center

Department of Human Resources
Strategic Learning Solutions
State of Tennessee

Are you looking for an exciting opportunity to contribute in a significant way to a fast paced, cutting - edge talent management organization? We are seeking a highly motivated, collaborative, experienced senior-level individual to lead an enterprise learning and development center in a public sector environment.

Key Responsibilities:

1. Administers the state's learning and development strategy for departments to assist in creating a high performing workforce for employees, front-lines supervisors, managers, and senior level leaders.
2. Executes the state's four-tiered Management and Leadership Learning Pyramid strategy for supervisors and managers.
3. Collaborates with departmental talent management staff to facilitate learning and development that meets customer needs.
4. Analyzes department and current workforce culture systematically to identify gaps and departmental talent management needs; partners with senior leaders and agency learning and talent management directors in implementing organizational development tools and address identified talent gaps; ensures alignment initiatives with the Governor's priorities, the department's mission, vision, values, and core competencies.
5. Provides leadership to the state's enterprise of over 600 agency certified learning facilitators to provide ongoing professional development; to provide a pipeline to agencies for professional facilitators; to facilitate learning and development workshops statewide; and to promote the State of Tennessee as a learning organization.
6. Provides leadership and staffing of the day-to-day operations within the state's Learning and Development Center to ensure ongoing learning opportunities.
7. Assigns, trains, supervises, and evaluates professional and other talent management staff and their work; makes recommendations and decisions on employment actions; gives guidance and advice to direct reports.
8. Assists the CLO and Talent Management Administrator in implementing talent management, strategic business planning, workforce development, and succession planning discussions and strategies with designated department senior leadership.

Minimum Qualifications:

A Bachelor's Degree from an accredited college or university complimented by a Master's Degree in Education, Organization Development, Human Resources Development, Industrial Organizational Psychology, Public Administration, or Business Administration with an emphasis in Human Resources Management.

A SPHR/PHR, SHRM - SCP /SHRM - CP, IPMA - HR - SCP /IPMA - HR - CP, or a CPLP certification is highly preferred.

Required Experience:

A minimum of five years of senior level experience in overseeing learning and development programs in a dynamic organization that includes employees, front-line supervisors, managers, and senior level directors.

To apply:

Please submit your resume to Kimberly.Mantlo@tn.gov

Pursuant to the State of Tennessee's Workplace Discrimination and Harassment policy, the State is firmly committed to the principle of fair and equal employment opportunities for its citizens and strives to protect the rights and opportunities of all people to seek, obtain, and hold employment without being subjected to illegal discrimination and harassment in the workplace. It is the State's policy to provide an environment free of discrimination and harassment of an individual because of that person's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, veteran's status or any other category protected by state and/or federal civil rights laws.